



NATIONAL MEDIATION BOARD
WASHINGTON, DC 20572

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In the Matter of the
Application of the

INTERNATIONAL ASSOCIATION
OF MACHINISTS AND
AEROSPACE WORKERS

alleging a representation dispute
pursuant to Section 2, Ninth, of
the Railway Labor Act, as
amended

involving employees of

UNITED AIR LINES

39 NMB No. 22

CASE NO. R-7313
FILE NO. (CR-7025)

FINDINGS UPON
INVESTIGATION-
AUTHORIZATION OF
ELECTION

December 29, 2011

On September 20, 2011, the International Association of Machinists and Aerospace Workers (IAM) filed an application pursuant to the Railway labor Act, as amended, 45 U.S.C. § 152, Ninth, alleging a representation dispute involving the craft or class of Passenger Service Employees. The application was assigned File No. CR-7025. For the reasons set forth below, this decision authorizes an election among the Passenger Service Employees.

At the time this application was filed, the Passenger Service Employees on United Air Lines (United) were represented by the IAM pursuant to the Board's certification in NMB Case No. R-6595. The IAM also represents, pursuant to voluntary recognition, the craft or class at MileagePlus, Inc (MPI). At Continental Airlines (Continental), the craft or class is unrepresented. At Continental Micronesia (CMI), the craft or class is represented by the International Brotherhood of Teamsters (IBT) pursuant to the Board's certification in NMB Case No. R-6345. The National Mediation Board (NMB or Board) assigned Maria-Kate Dowling and Angela I. Heverling to investigate.

The Board found in *United Air Lines/Continental Airlines*, 39 NMB 229 (2011), that United, Continental, CMI and MPI comprised a single transportation system for the craft or class of Passenger Service Employees. The Board based this determination on its investigation, including submissions from the participants.

AUTHORIZATION OF ELECTION

Once the Board determines that a single transportation system exists, it examines the potential representation issues. The Board has extended an organization's certification to cover employees in the craft or class on the entire system when the numbers of employees on each part of the system are not comparable. See *American Airlines, Inc. /TWA Airlines, LLC*, 29 NMB 260 (2002); *Continental Airlines/Continental Express*, 20 NMB 582 (1993); *Air Wisconsin, Inc. /Aspen Airways, Inc.*, 18 NMB 226 (1991).

The Board's investigation establishes that there are approximately 8,771 Passenger Service employees on the pre-merger United part of the system, approximately 69 on the pre-merger MPI, approximately 7,430 on the pre-merger Continental and approximately 552 on the pre-merger CMI. These numbers are comparable and the Board authorizes an election among the craft or class of Passenger Service Employees of United Air Lines, using a cut-off date of September 10, 2011. IBT, the incumbent organization at CMI, did not meet the showing of interest requirements pursuant to Section 19.601 of the Board's Representation Manual and accordingly will not appear on the ballot. IAM will appear on the ballot and the count will take place in Washington, DC.

By direction of the NATIONAL MEDIATION BOARD.



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